

## COMPARING LEAVE MANAGEMENT OPTIONS IN DYNAMICS GP BY INTEGRITY DATA



Comprehensive Leave Manager	PTO Manager	HR Attendance	PR Accrual
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### SETUP

Quickly mass assign leave codes to employees, positions and departments.	✓	✓		
User can enforce "use it or lose it" (carry-over) policy on any leave code.	✓	✓		
Changes made to the leave setup can be rolled down to all employees with that leave assignment.	✓	✓		
Comp time can be accumulated at a conversion factor to accommodate time and a half, double time, etc.	✓			
Allows for annual deposit of time based on previous year's accrual.	✓	✓		
Set a variable maximum balance amount based on a years-worked schedule.	✓	✓		
Leave can be set up on schedules with ranges based on hours worked per pay period.	✓	✓		
Leave can be set up on a schedule accruing one hour for every X hours worked in a calendar month.	✓			
Leave can be set up on schedules with ranges based on hours worked life to date.	✓	✓		
Leave can be set up on schedules with ranges based on years worked.	✓	✓		
Leave can be set up on schedules with ranges based on hours worked per year.	✓	✓	✓	
Leave can be set up on a schedule accruing one hour for every X hours worked (mandated sick time).	✓			
Leave can be set up on schedules with 2 different sets of ranges (for example: years worked and hours worked).	✓			
Leave can be set up on schedules that limit accrual amounts per pay period or per year.	✓	✓	✓	
Date used for the purpose of calculating accrual or lump sum amounts can be based on the hire date or adjusted hire date.	✓	✓	✓	
Leave can be set up with a one-time or recurring waiting period.	✓	✓		
Leave can be set up with a waiting period based on a date, hours worked or number of days.	✓			
Leave can be set up with a recurring waiting period base on the hire date, adjusted hire date, seniority date or other date.	✓			
Leave can be set up with a maximum that employees can USE in a specified year.	✓			
Leave can be set up with carry over on the calendar year end, hire date, adjusted hire date, seniority date or other date.	✓			
Leave can be set up with no carry over allowed or unlimited carry over.	✓			
Leave can be set up with carry over on schedules based on years worked.	✓			
Leave can be set up with the ability to assign excess carry over to another leave code.	✓			
Set a fixed maximum balance amount.	✓	✓	✓	
Set initial balances for new employees before accrual rules apply.	✓	✓	✓	✓
Does not require Dynamics GP Human Resources module.	✓	✓		✓
Leave can be set up with multiple accrual methods within an accrual schedule.	✓		✓	
Leave can be set up with multiple accrual methods AND each can have different rules on when an accrual starts and ends.	✓			
Date used for the purpose of calculating accrual or lump sum amounts can be based on a user defined date.	✓		✓	
Date used for the purpose of calculating accrual or lump sum amounts can be based on the seniority date.	✓		✓	
Multiple accrual schedules can be combined.	✓		✓	
Lump Sum and Accrual schedules can be combined.	✓			

### TRANSACTIONS

Create paid or unpaid intermittent FMLA transactions automatically during payroll processing.	✓			
Create a FMLA calendar by employee.	✓			
Provide the ability to transfer leave time to other employees.	✓			✓
A one-time lump sum amount can easily be given to a single employee or group of employees.	✓		✓	✓
Option to accrue time either during payroll processing or at some other time.	✓			
System can accrue time but not make it available to the employee until a certain date.	✓	✓		
Automatically accrues leave during payroll processing.	✓	✓		✓
Leave can be taken using payroll transaction pay codes.	✓	✓	✓	✓
Warning during transaction entry and on build report if employee time available falls below zero.	✓	✓	✓	✓
Recurring monthly, quarterly or annual lump sum amount(s) can be given.	✓		✓	
Leave is earned based on selected pay codes.	✓		✓	
User can manually accrue leave anytime.	✓		✓	
Automatic annual lump sum / post once to employee.	✓		✓	

### INQUIRY & REPORTS

Access to unlimited user defined leave balances.	✓		✓	
Leave transaction history detail.	✓	✓	✓	
Vacation and/or sick liability report.	✓	✓	✓	✓
Ability to print user-defined leave balances on checks / earnings statements.	✓		✓	
Users can choose which balances they want to print on check.	✓		✓	
Ability to view leave transactions that go negative as a warning on the Build Check Report.	✓	✓	✓	✓
Ability to view accrued time per pay period.	✓		✓	
Ability to report balance that can be used versus balance available.	✓			

### SELF SERVICE

Balance information and leave requests available in Greenshades' Employee Online Portal.	✓	✓	✓	✓
Web access to detailed leave transaction history for employee and manager via Dynamics GP Web Client.	✓			
Web access to balance information for employee and manager via Dynamics GP Web Client.	✓	✓	✓	✓